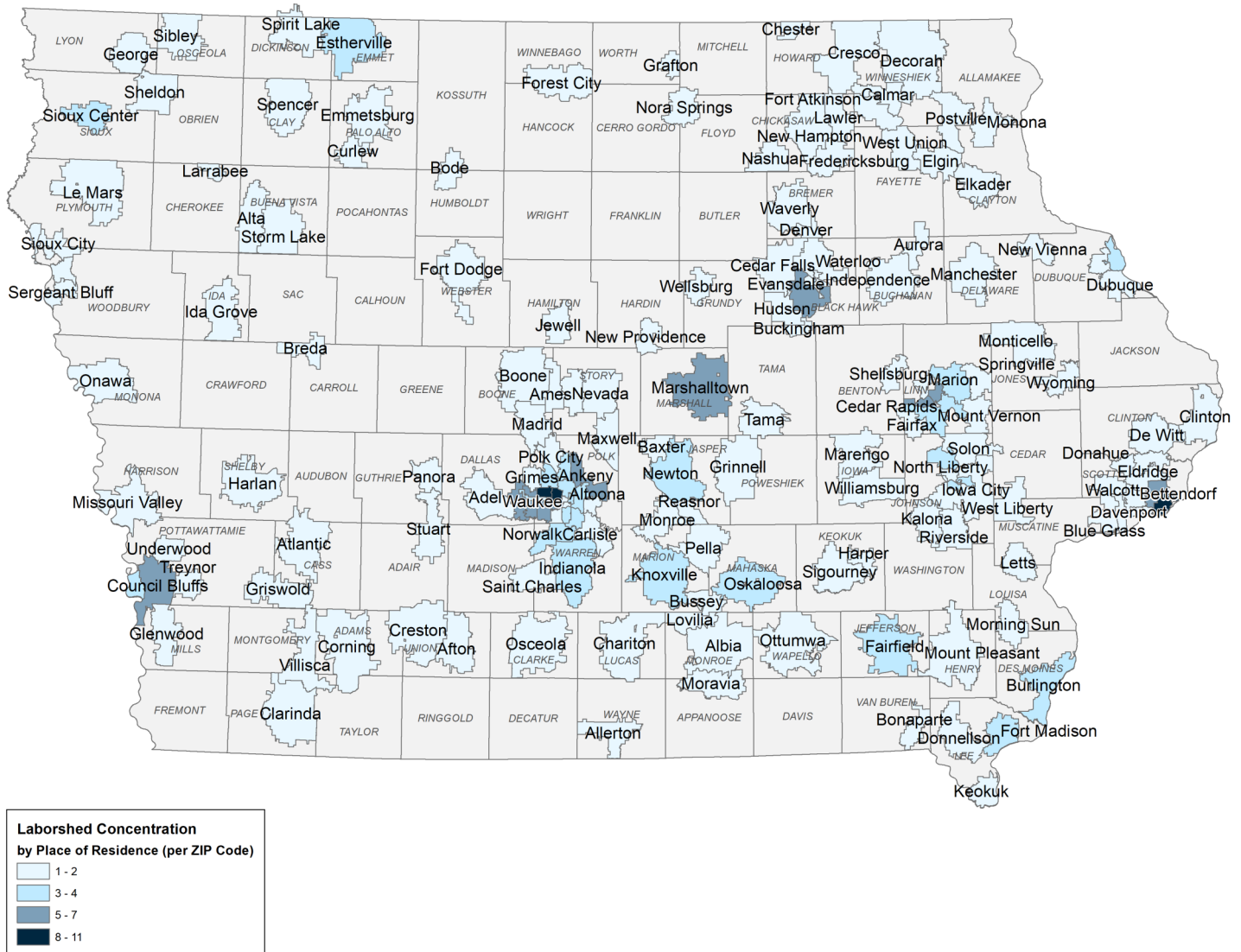


LABOR CHARACTERISTICS

BUSINESS & FINANCIAL OPERATIONS

STATE OF IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 12 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE STATE OF IOWA, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS

BUSINESS & FINANCIAL OPERATIONS

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

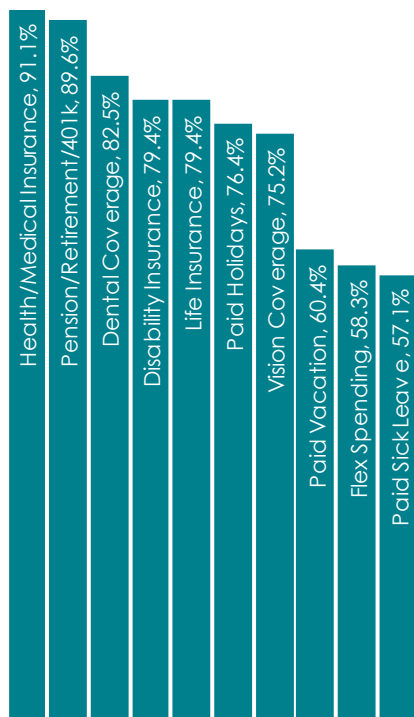
- Accountants & Auditors - 14.2%
- Appraisers & Assessors of Real Estate - 1.45%
- Budget Analysts - 0.29%
- Business Operations Specialists, All Other - 14.2%
- Buyers & Purchasing Agents, Farm Products - 0.58%
- Claims Adjusters, Examiners, & Investigators - 3.19%
- Compensation, Benefits, & Job Analysis Specialists - 1.16%
- Compliance Officers - 2.03%
- Cost Estimators - 1.74%
- Credit Analysts - 0.87%
- Credit Counselors - 0.87%
- Financial Analysts - 4.06%
- Financial Examiners - 0.29%
- Financial Specialists, All Other - 1.45%
- Fundraisers - 0.29%
- Human Resources Specialists - 11.59%
- Insurance Underwriters - 2.32%
- Loan Officers - 4.64%
- Logisticians - 1.16%
- Management Analysts - 15.65%
- Market Research Analysts & Marketing Specialists - 5.8%
- Meeting, Convention, & Event Planners - 0.87%
- Personal Financial Advisors - 5.8%
- Purchasing Agents, Except Wholesale, Retail, & Farm Products - 0.87%
- Tax Examiners & Collectors, & Revenue Agents - 0.29%
- Tax Preparers - 1.16%
- Training & Development Specialists - 2.61%
- Wholesale & Retail Buyers, Except Farm Products - 0.58%

UNDEREMPLOYMENT (ESTIMATED):

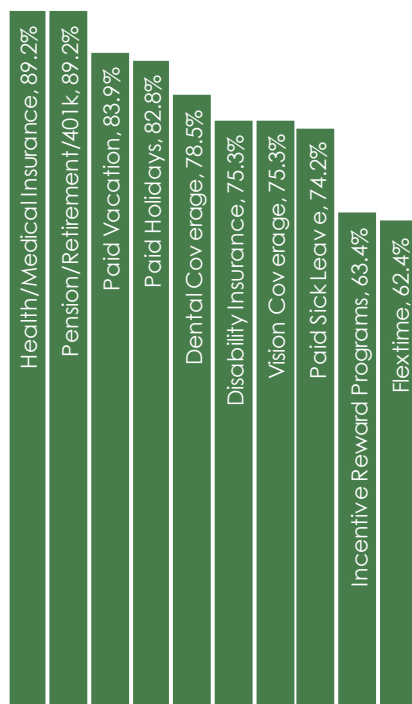
- Low hours - 1.4%
- Low income - 0.3%
- Mismatch of skills - 3.8%
- Total - 4.6%

(Individuals counted only once when estimating Total Underemployment.)

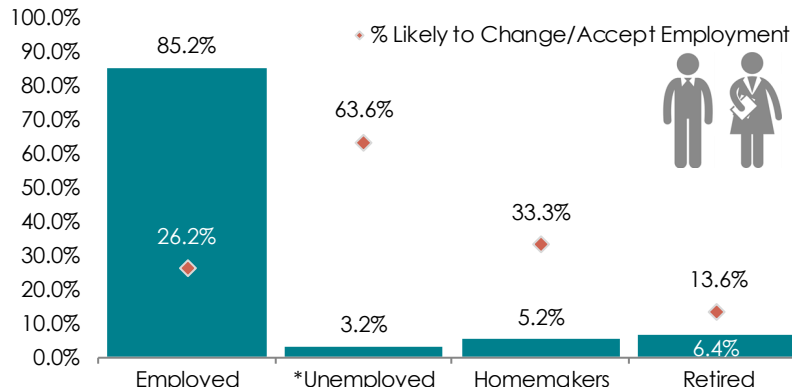
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



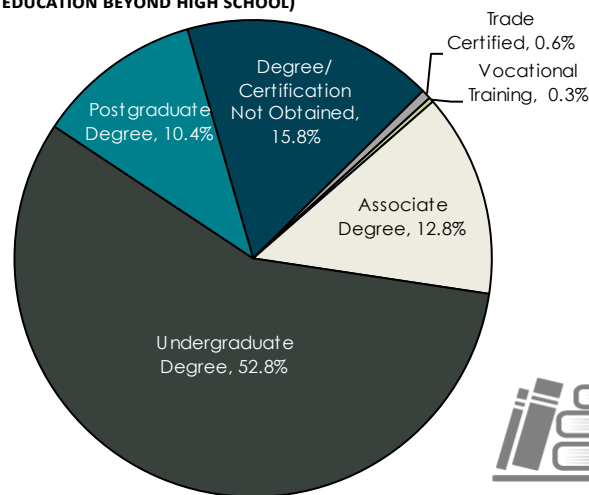
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 59.1% paid an annual salary
- 93.9% are/were employed full-time
- 6.1% are/were employed part-time
- 6.4% are/were self-employed
- 8.5% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

(92.7% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 60.6%
 - www.indeed.com
 - www.linkedin.com
 - www.monster.com
- Private Employment Services - 28.4%
- Networking through friends, family or acquaintances - 26.6%
- College/university career centers - 18.3%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 61.6%
- Cross-training - 58.1%
- Job sharing - 47.0%
- Varied shifts - 36.8%
- Temporary work - 20.0%
- Seasonal work - 17.6%

LABOR CHARACTERISTICS

BUSINESS & FINANCIAL OPERATIONS

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$32.23	\$21.23	\$37.73	\$29.54	\$67,033
Appraisers and Assessors of Real Estate	13-2021	\$37.83	\$19.21	\$47.14	\$28.47	\$78,682
Budget Analysts	13-2031	\$36.11	\$25.70	\$41.31	\$34.88	\$75,101
Business Operations Specialists, All Other	13-1199	\$31.26	\$18.89	\$37.44	\$29.57	\$65,018
Claims Adjusters, Examiners, and Investigators	13-1031	\$30.17	\$20.12	\$35.19	\$29.47	\$62,748
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$31.40	\$20.93	\$36.63	\$29.07	\$65,306
Compliance Officers	13-1041	\$30.45	\$20.37	\$35.49	\$28.99	\$63,337
Cost Estimators	13-1051	\$30.00	\$19.73	\$35.14	\$29.07	\$62,408
Credit Analysts	13-2041	\$33.02	\$21.00	\$39.03	\$29.88	\$68,684
Credit Counselors	13-2071	\$21.00	\$16.00	\$23.50	\$20.01	\$43,686
Financial Analysts	13-2051	\$40.01	\$25.40	\$47.32	\$35.44	\$83,231
Financial Examiners	13-2061	\$31.45	\$15.90	\$39.22	\$27.46	\$65,409
Financial Specialists, All Other	13-2099	\$33.40	\$21.09	\$39.56	\$30.41	\$69,475
Fundraisers	13-1131	\$24.56	\$15.04	\$29.31	\$22.77	\$51,076
Human Resources Specialists	13-1071	\$27.86	\$17.92	\$32.83	\$26.26	\$57,958
Insurance Appraisers, Auto Damage	13-1032	\$30.43	\$25.66	\$32.81	\$30.02	\$63,292
Insurance Underwriters	13-2053	\$34.46	\$21.77	\$40.81	\$32.22	\$71,684
Labor Relations Specialists	13-1075	\$30.14	\$11.24	\$39.59	\$32.57	\$62,693
Loan Officers	13-2072	\$32.49	\$19.57	\$38.95	\$30.62	\$67,584
Logisticians	13-1081	\$30.56	\$19.06	\$36.30	\$29.73	\$63,557
Management Analysts	13-1111	\$38.16	\$24.34	\$45.08	\$35.87	\$79,383
Market Research Analysts and Marketing Specialists	13-1161	\$28.49	\$17.04	\$34.22	\$26.00	\$59,269
Meeting, Convention, and Event Planners	13-1121	\$21.52	\$14.13	\$25.22	\$21.14	\$44,771
Personal Financial Advisors	13-2052	\$50.74	\$18.81	\$66.71	\$32.28	\$105,544
Tax Examiners and Collectors, and Revenue Agents	13-2081	\$32.24	\$23.09	\$36.82	\$30.52	\$67,062
Tax Preparers	13-2082	\$20.64	\$11.07	\$25.43	\$17.21	\$42,931
Training and Development Specialists	13-1151	\$25.58	\$14.26	\$31.24	\$24.55	\$53,210

The 2019 Iowa Wage data for the State of Iowa Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2018 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.